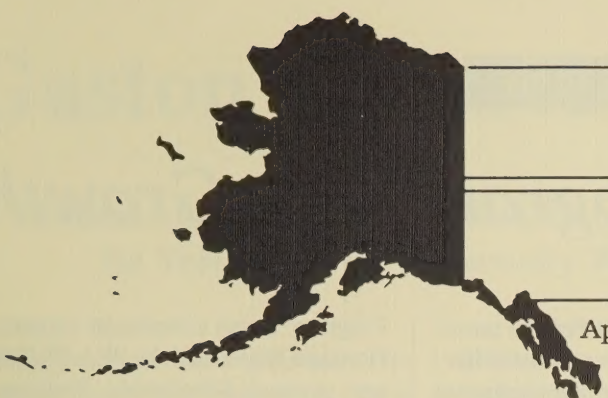


#1350248564

ID: 88078373

BLM-AK-GI-89-006-1120-912

HD
170
.A43
v.10
no.4

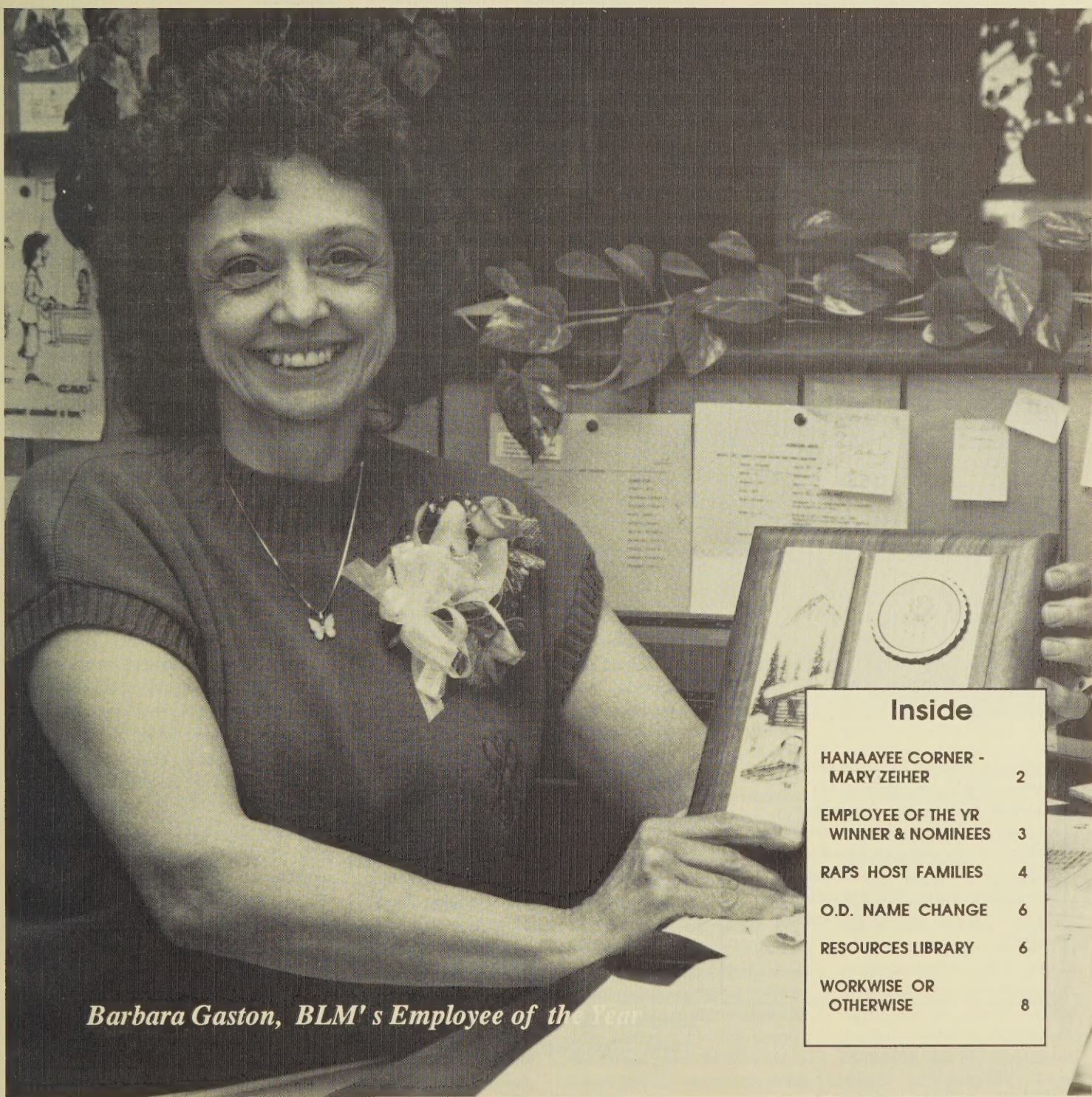


ALASKA PEOPLE

April 1989

Volume X

Number IV



Barbara Gaston, BLM's Employee of the Year

Inside

HANAAYEE CORNER - MARY ZEIHNER	2
EMPLOYEE OF THE YR WINNER & NOMINEES	3
RAPS HOST FAMILIES	4
O.D. NAME CHANGE	6
RESOURCES LIBRARY	6
WORKWISE OR OTHERWISE	8

The Hanaayee Corner

EEO Program Sees Growth

ALASKA PEOPLE is published monthly for the employees of the Bureau of Land Management and is distributed statewide. It is produced by the Public Affairs Staff, Alaska State Office, 222 W. 7th Avenue, #13, Anchorage, Alaska, 99513-7599. Phone 271-5555.

Chief - David Vickery
Editor/Writer/
Design - Danielle Allen
Layout - Carol Belenski



Fairbanks' Federal Employee of the Year Barbara Gaston, secretary for the Fairbanks Maintenance, knows the meaning of excellence in and outside the workplace. She did such a good job at taking over many of the technicians responsibilities during last field season she received a level 5 (highest performance rating).

My comparatively short Federal career (14 years) has exposed me to three different agencies and a variety of assignments in and out of the office. The major theme underlying the success of any program I have worked in is human resources. In my current position as the EEO Officer it is evident that the key to the success of our program is people — and Alaska is fortunate to have a lot of people connected to our program.

The Affirmative Employment Program and Special Emphasis Program rely on the input and participation of over 50 individuals throughout Alaska. These people initiate activities to commemorate historical periods, celebrate special observances, maintain contacts with community organizations, coordinate projects with other agencies and national associations, and keep the bureaucracy intact - develop plans and prepare reports.

The five Special Emphasis Programs (SEP) which BLM has taken the lead in the Federal community are: the **Black, Hispanic, Native American, Asian American/Pacific Islander and Federal Women's Program.**

Some of the events we have sponsored this year are: Black Program: Black History Month, Martin Luther King Day, and in conjunction with Blacks in Government (BIG) several community programs and seminars; Hispanic Program: Cinco de Mayo and Hispanic Heritage Week with speakers David Ochoa and Dr. Emilio Chavez along with some local talent to spice up the afternoon; Native American Program: Heritage Week focused on Native elders and the Native Youth Leadership Conference; Asian

Program: Asian community contacts and Heritage Week; and the FEA/FWP Seminar, Annual Scholarship Program and Federal Woman of the Year Award in Fairbanks.

In addition to our SEP people, fourteen employees serve as collateral duty EEO counselors by resolving issues on an informal basis and assist employees and supervisors in conflict management.

The largest group of our employees involved in the EEO program are our supervisors. We have 140 supervisors and managers who directly affect our success as an employer. Supervisors are tasked with a myriad of duties that affect our program at the base level and influence the success and failure of BLM's objectives. In addition to supporting the variety of programs we have in

place such as volunteers, co-op education, and Student Conservation, supervisors have generated many positive ideas — such as the the North Star Crew and RAPS.

In the past 10 months I have been delighted with the support the EEO Office and programs have received from employees and supervisors. Many creative and innovative ideas have been generated, tested, and proven successful. Our EEO program is moving forward and will be centering on cultivating internal awareness of programs and honing skills in working with diversification. I feel fortunate to be part of an agency whose emphasis is on maximum use of human resource potential.

Pronounced ha nie' yee, hanaayee is Koyukon Athabascan for "reporter" or "one who talks."



Mary Zeiher

Gaston Takes Award

Fairbanks Employee Wins Federal Employee of the Year Award for Community Work

Things couldn't have gone better for Barbara Gaston. She returned last year to federal service after eleven years to receive a level five sustained superior performance award. Just recently she was a recipient of a Federal Employee of the Year Award.

In March, Gaston, secretary for the Fairbanks Maintenance Section, won in the community service category for her work with Mothers Against Drunk Driving (MADD). As MADD's current president, she was the driving force in organizing Fairbanks' first chapter of MADD. She and her family were victims of a

drunk driver in 1982.

Setting up a MADD chapter in Fairbanks was no easy chore. She and others had to deal with a frontier mentality, where many people disliked MADD's trying to take away their "right" to drink and drive. However, she solicited and received support from senators Ted Stevens and Frank Murkowski on a trip back to Washington, D.C. Local government and law enforcement agencies also supported her efforts. She testified on drunk driving and related legislation by teleconference before the State legislature. Gaston has given many talks to civic groups including



*Barbara Gaston
Community Service*

Air Force and Army drug and alcohol abuse groups.

Gaston monitors court cases and is trying to get the drinking public and bar operators to adopt the "Designated Driver Program." Under the program bar owners would offer "free nonalcoholic beverages or a meal to the Designated Driver. Although MADD has done much to change the drinking attitudes in Fairbanks, the dedicated Gaston says there is still more work to be done.

McWilliams and Rodriguez Were Nominees

"I wish I had more employees like her," says Ramona Chinn of Federal Employee of the Year nominee Sue McWilliams. The diminutive McWilliams has long been a positive influence in the Division of Conveyance Management.

As hearings officer for the branch of CIRI/AHTNA she flawlessly conducted Native allotment hearings in the Kenai area last year while helping define and write procedures for the hearings officer position.

Chinn, her supervisor, further commends McWilliams for her dependability, promptness and efficiency. But it's her ability to produce lots of high quality work in a short amount of time that distinguishes McWilliams's work.

Last year, her technical review of 145 documents, ranging from minor adjudication actions to the most complex land title documents, was described as outstanding.

She is currently the only BLM employee who has the technical and legal expertise to assist both the Regional Solicitor's Office and the Justice Department with



*Sue McWilliams
Category III*

two pending law suits. McWilliams' brilliance lies with her ability to research and analyze complex issues and draw logical, convincing conclusions. This ability is a definite asset both in deciphering complex legal and land status issues inherent in branch projects and in training other branch personnel.

She frequently takes the initiative to offer solutions to difficult conveyance problems. McWilliams keeps abreast of the latest technical, policy, and legal issues and responds promptly and accurately to unexpected requests for information. By doing these things and more she is a role model for others.



*Robin Rodriguez
Category I*

The nomination as employee of the year actually brought a smile to the usually somber face of Robin Rodriguez.

Rodriguez normally works for 35 people in the Doyon and KCS branches in Anchorage and a subordinate work unit in Fairbanks. But early last year she began doing the work of two secretaries when a branch secretarial position went vacant for six months.

Three months during the same time another secretarial position went unfilled so she became the only secretary for 100 people. Her efforts saved the Division of Conveyance Management about \$16,000.

Besides all that, Rodriguez

computerized the branches' budget tracking and legal documents systems and also composed the branches' activity reports.

She served as vice chairperson of the Hispanic Employee Program Committee to which she enthusiastically devoted 20% of her time.

After one day of instruction, she did the work of a miscellaneous document examiner for a month, translating legal language from casefiles and entering and extracting information from a computer. She was temporarily assigned to the public affairs editorial assistant position for two weeks while still performing all her regular duties.

Stan Bronczyk says he and other supervisors have long known she routinely does the work of two or more people. Her accomplishments can largely be attributed to her incredibly quick mind. She goes far beyond the routine completion of normal assignments, and her products are always of high quality. Completely unruffled, Rodriguez represents one of BLM's best.

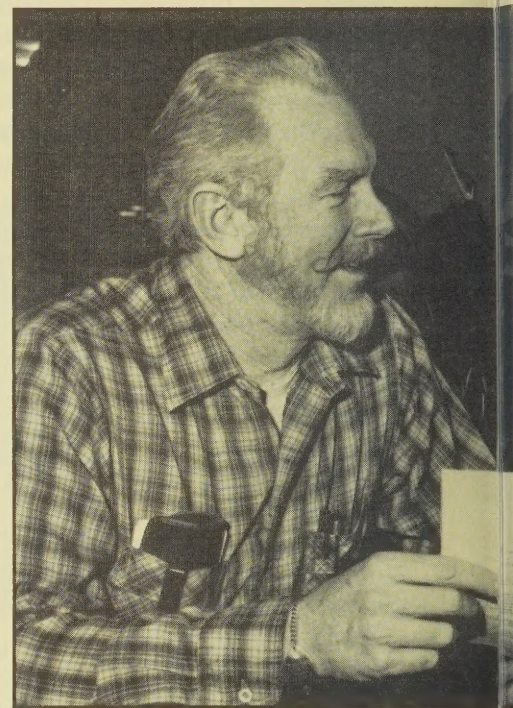
BLM Families Get Into

Hosts Relate Experiences With RAPS Students

(Classified Ad)

WANTED: Stable, warm-hearted families wanting to enjoy a unique, cross-cultural experience this summer by providing a good home life for a rural village high school student who works for the Bureau of Land Management's Resource Apprenticeship Program for Students. Families should have time, patience and understanding, and be committed to the student's welfare, security and discipline. Host families will provide transportation to and from the BLM office, breakfast, a sack lunch and dinner each day the student is in town. Pay: reimbursement for meals and the satisfaction of helping a young person achieve career goals. Call Bob Jones, statewide RAPS coordinator, 271-3404, for more information.

by Sharon Wilson



Should we be a RAPS host family again? Larry and Ruth Knapman last summer.

"The host family can make or break BLM's Resource Apprenticeship Program for Students," said Bob Barnes and Lee Douthit, RAPS coordinators in northern Alaska.

"The commitment of the host family to making the student feel at home is critical to the student's job performance and ability to learn," said Barnes. "Stability is needed so students aren't shuffled from home to home. For many students this is their first time away from the village."

Kobuk District Natural Resource Specialist Larry Knapman and his wife Ruth hosted Kourak Nakak of Kotzebue last summer. "They assumed an enormous responsibility by becoming substitute parents for Kourak," Barnes said.

The Knapmans found that Kourak

didn't always meet them at agreed upon times. "Our concept of time was different, but we managed to work things out," Larry said. "Kourak went on tours with Ruth (she is an independent tour guide) and she arranged a lot of outings for him and his friends. We enjoyed family activities and Kourak helped me with chores by cutting and stacking firewood."

Like most parents of teenagers, the Knapmans found they needed a great deal of patience. "A host family needs to be committed," Knapman says. "The students are in town most weekends, so families need to involve them in their family activities."

Bob Rinehart, the former RAPS coordinator for Anchorage District, and his wife Carolyn hosted Marlene Kawagley, who

POINTERS FOR POC

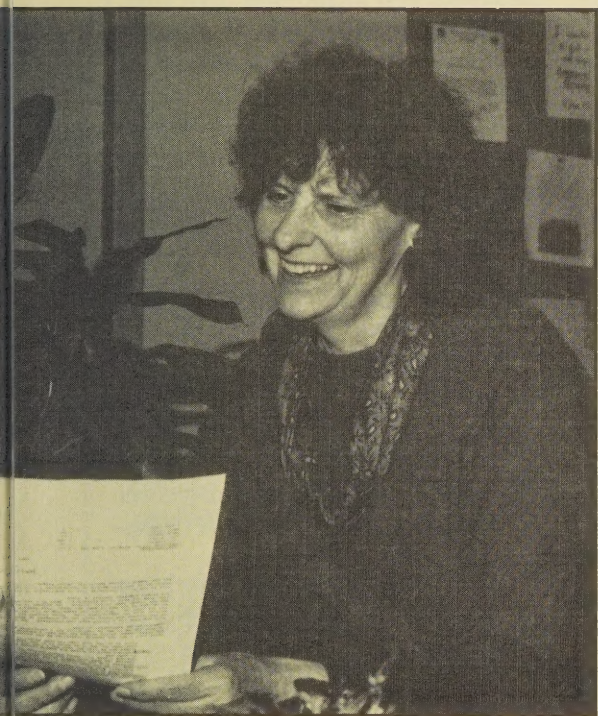
Settling in: Work out household responsibilities. Larry and Ruth Knapman held a family meeting the first day to discuss living conditions, work expected, and any delays or changes in plans. The host family should be prepared to deal with any if there are problems that can't be solved by counseling and problem-solving.

Location: "If the kids are home-schooled, entertainment like movies, roller skating, makes life easier if you're close to the village. Most people who live outside town have a car."

Money: Host families are paid a stipend from funds provided by BIA or by the sponsor.

to R.A.P.S.

nts



Ruth Knapman hosted a RAPS student from Kotzebue last

POTENTIAL HOST FAMILIES

es in the very beginning. The Gullicksons students arrived to set up ground rules about news and the need to call home if there are family can contact the district coordinator ed, and a BIA coordinator is available for two to three days, they look for social en- and hanging out with other teenagers. It on," says Gullickson. The Knapmans say as used to the increased driving time. er by the student from daily subsistence osoring Native corporation.



LaVonne Gullickson hands a hot dog to RAPS student Micheal Neakok. Richard Williams III and Neakok who attend the University of Alaska in Fairbanks, lived with the Gullicksons under the RAPS program.

lives upriver from Bethel in the village of Akiak. "I've met and worked with Native families in the bush while I was doing realty work, and my wife wanted to share that experience," Rinehart said, "so we decided to host a RAPS student."

"Marlene was great, and eager to please. I felt I created a problem for her because she had to deal with me all day as the RAPS coordinator, then all evening as her host father," said Rinehart. He has since moved to the State Office LIS Project Team as a legal land description coordinator. "I wholeheartedly recommend being a host family — it's a very worthwhile program," he said.

Dan Gullickson, audio-visual specialist with Fairbanks Public Affairs, and his wife LaVonne hosted two RAPS students in 1987. "I don't know if having our teens at home made the experience better or worse," Gullickson said. "It added stress to the family life, but it also added another dimension to our children's lives."

In retrospect, the Gullicksons decided that one student would have been easier to handle than two. "Our students were very different culturally and had different outlooks on everything. They needed individual treatment that we didn't always have time to give."

The Gullicksons recommend that host families treat the students as their own. "Use firm discipline, but don't expect more from them than from your own children," he said.

The Rineharts felt they were perceived too much as parent figures. "One goal of

the program is to help the student adjust to independent living in the world outside the village. We might have helped Marlene feel more independent by making it more of an adult-to-adult situation. We would be there to help only if she needed it."

Everyone involved with the program agrees that host families should play an integral part in planning. Both host families and students have suggested that there be a statewide gathering of students and families in early summer so everyone could meet, and swap stories, ideas and recommendations on how to improve their part of the program.

"BLM should encourage closer contact between the student's family and the host family, even provide village visits," Barnes said. "I'm sure it would make the students' parents more comfortable about letting them live with another family for six weeks or more," Rinehart agreed. He made two visits to Akiak to meet Marlene's family, and kept constant contact with her parents throughout the summer.

If you are interested in hosting a student this summer, talk it over with your family. If the commitment is there, try a new challenge by becoming a RAPS Host Family. Coordinators are: **Bob Barnes**, Kobuk District, 474-2339; **Lee Douthit**, Arctic District, 474-2316; **K.J. Mushovic**, Glennallen District, 267-1369; and **Bob Lloyd**, Anchorage District, 267-1254.

OD Gets Name Change : Program is Same

by Ron Smith

Nothing remains the same. Things change. Although the organizational development (OD) program got a name change (now the organizational effectiveness program), Mel Williams and I want employees to know the program hasn't changed. We're still available to serve the needs of employees.

The OE program is designed to help employees identify problems and resolutions, but the program also gives employees the tools to adapt to organizational changes, to build teams and to communicate better.

OE sessions are initiated by a supervisor who requests a session with either Williams or me. They run from three to five days. Each employee is interviewed individually, and these interviews reveal problems or concerns. The group is then assembled so concerns are shared. Learning options are offered so the group can confront the problems/concerns and learn how to come to a consensus, if they desire.

Although some employees view the organizational effectiveness program in a negative light, recent participants think otherwise.

Some comments from recent participants:

"I was surprised that the sessions weren't as stressful as I had anticipated."

"I have become more productive."

"I remember . . . feelings of doubt expressed (negative feelings) and how they ebbed away as each day passed."

OE can help us meet our goals and achieve the BLM mission by teaching employees how to cope and manage change.

Williams and I assess, design and deliver a session molded to a group's concerns and issues in a non-threatening and positive way. Morale problems can also be addressed.

After each OE session an evaluation is made. A followup session and another evaluation is done 30-60 days later so it can be determined how things are going

and if any adjustments are necessary. Seven OE sessions were conducted last fiscal year.

The OE theory involves people, systems, and technology. All three are constantly in transition and the challenge is to keep all of them in balance.

Our goal is to help improve the organ-

izational health of BLM-AK. We don't want people to wait until a problem arises.

Copies of the OE planning strategy are available in the Branch of Human Resource Management. Williams and I are available to discuss your concerns and help design processes that will allow us to become better employees.

WELCOME ABOARD (March 1989)

Michael L. Kunz, Archaeologist,
Steese/White Mountain District

Richard McGahan, Warehouse
Worker, ASO Division of Support
Services

Alan J. Coombs, Communications
Specialist, ASO Division of Infor-
mation Services

Carrie Coombs, Mail/File Clerk,
ASO Division of Support Services

Rosemarie J. Bailey, Secretary (Typ-
ing), ASO Division of Mineral Re-
sources

Wayne M. Svejnoha, Physical Scien-
tist, ASO Division of Lands and Re-
newable Resources

MOVING ON (March 1989)

Patrick McGrane, Forestry Techni-
cian (Smokejumper), Alaska Fire
Service

Gary D. Hahn, Student Trainee
(Land Surveyor), ASO Division of
Cadastral Survey

Timm E. Appleton, Student Trainee
(Land Surveyor), ASO Division of
Cadastral Survey

Donald Dart, Logistics Management
Specialist, ASO Division of Cadas-
tral Survey

Steven G. Schey, Supervisory Land
Surveyor, ASO Division of Cadas-
tral Survey

Questions Answered At Library

by Martha Shepard

What was the price of gold in June 1953?

Has anything been written on ice aggregate roads?

I need a copy of Public Law 96-283.

These are types of questions often asked of librarians at the Alaska Resource Library. The library answers 50 to 75 questions a day, usually on natural resource issues.

Anyone may call, write or go to the

library located on the ground floor of the Anchorage Federal Building. Information may be found on a particular historic mine in Alaska; how contaminants affect waterfowl, or what is the national park on the Seward Peninsula.

Federal employees have their own specific concerns and may ask questions like, "What public law authorized recycling?" "How do you spell 'lithic'?"

It is common for federal building secretaries to call for help. They may ask for a footnote or an editor may ask if a bibliographic statement is correct.

Whatever your needs, the reference policy of the library is to answer each question as completely as possible. Library hours are 8 a.m. to 5 p.m., Monday - Friday. Call 271-5025 for information.

Accolades

On-the-Spot-Cash Award

Mary Smith, Legal Clerk, ASO Division of Support Services
Stan Bloom, Cartographic Technician, Fairbanks Support Services
Carol Nicholson, Land Law Examiner, ASO Division of Conveyance Management (Fairbanks)
Lana Gail Early, Miscellaneous Documents Examiner, Fairbanks Division of Support Services
Janice McDowell, Land Law Examiner, ASO Division of Conveyance Management
Paul Schepler, Secretary, ASO Division of Conveyance Management
Diana Songer, Miscellaneous Documents Examiner, ASO Division of Conveyance Management
Pam Chesla, Computer Equipment Analyst, ASO Division of Resources Management

Sustained Superior Performance Award

Elizabeth Carew, Land Law Examiner, ASO Division of Conveyance Management
James Morgan, Maintenance Mechanic, Fairbanks Division of Support Services
Carol Belenski, Visual Information Specialist, ASO Office of Management, Planning and Budget
Judy Kelley, Miscellaneous Documents Examiner, ASO Division of Conveyance Management
Betty Chamberlain, Miscellaneous Documents Examiner, ASO Division of Conveyance Management
Michael Peterson, Cartographic Technician, ASO Division of Support Services
William Hale, Cartographic Technician, ASO Division of Support Services
Carrie Hicks, Cartographic Technician, ASO Division of Support Services
Terrie Evarts, Land Law Examiner, ASO Division of Conveyance Management

Katherine Bruns, Land Law Examiner, ASO Division of Conveyance Management
Ana Stafford, Land Law Examiner, ASO Division of Conveyance Management
Patricia Lillian, Budget Analyst, ASO Office of Management, Planning and Budget

Special Act Award

Charlene Montague, Motor Vehicle Operator, ASO Division of Support Services

Quality Increase

Craig Altop, Wildlife Biologist, ASO Division of Lands and Renewable Res.
Robin Rodriguez, Secretary, ASO Division of Conveyance Management
Charlotte Pickering, Land Law Examiner, ASO Division of Conveyance Management

Length of Service Award

10 Year Award

Terry L. Brokovich, Sr., Supervisor Computer Specialist, ASO Division of Information Resources Management
Nelda R. Garrett, Contract Representative, ASO Division of Support Services
James S. Olson, Forestry Technician, Alaska Fire Service
Janice R. Prutz, Land Law Examiner, ASO Division of Conveyance Management
Lloyd T. Smith, Fire Retardant Mixer Operator, Alaska Fire Service
Mary E. Smith, Legal Clerk, ASO Division of Support Services
David Baker, Forestry Technician, Alaska Fire Service
Mark A. Phillips, Natural Resource Specialist, Glennallen District Office

20 Year Award

Sandor A. Feher, Land Surveyor, ASO

Division of Cadastral Survey
Melvin P. D'Anza, Warehouse Worker, ASO Division of Support Services
Richard N. McManus, Aircraft Freight Loader Foreman, Alaska Fire Service
Russel D. Blome, Supervisory Realty Specialist, Anchorage District Office
Marjorie M. Page, Employee Development Assistant, ASO Division of Support Services
Walter R. Bohna, Land Surveyor, ASO Division of Cadastral Survey
Marilyn J. Marvin, Land Law Examiner, ASO Division of Conveyance Management
Walter Peterson, Fire Support Specialist, Alaska Fire Service
Donald Koenig, Land Law Examiner, ASO Division of Conveyance Management
Patricia Skoog, Land Law Examiner, ASO Division of Support Services
Lloyd Miller, Supervisory Land Law Examiner, ASO Division of Support Services
Robert Burritt, Natural Resource Specialist, Steese White Mountain District

30 Year Award

Bobby G. Karr, Air Operation Specialist, Alaska Fire Service
Robert D. Moore, Safety and OCC Health Specialist, ASO Division of Support Services

Retired

Fred Payton, Geologist, Anchorage District Office



Workwise Or Otherwise

Ex-BLMer to become Director?

Cy Jamison, a former BLM employee, was nominated by President Bush to replace outgoing Director Robert Burford. Jamison was a public affairs specialist for the BLM Montana State Office from 1971 to 1981 and is presently a legislative advisor to the House Interior Subcommittee on National Parks and Public Lands. He has worked under the supervision of Montana Congressman Ron Marlenee for the past eight years. He has a degree in secondary education and a minor in earth sciences from Eastern Montana College. Jamison must be confirmed by the Senate Committee on Energy and Natural Resources before assuming the position of BLM Director.

The general consensus at the **Opportunities for the Future** workshop held in Fairbanks was the wildlands, wildlife, and wild and scenic rivers which attract people to Alaska may soon be overrun and overused unless long-range planning identifies ways to protect and preserve them. **Dick Bouts**, landscape architect for the Steese/White Mountains District, led an interagency steering committee which put together the workshop held on the

University of Alaska Fairbanks campus in March.

After losing the Alaska Dog Mushers' Association Limited North American Championship Eight Sleddog race to Linda Leonard by 2.3 seconds, **Kathy Hobgood** went on to beat Leonard by four seconds and take first place in Tok's Race of Champions, March 26. Kathy is the wife of Steese/White Mountains District Wildlife Biologist Winston Hobgood.

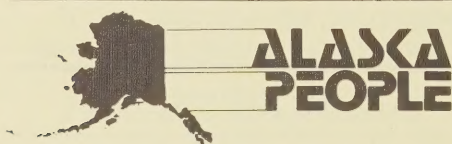
A **productivity enhancement** project proposed by the Fairbanks personnel office got funding by the Department of Interior. The project will cost \$17,000 and create an integrated personnel processing system on a microcomputer. This computer will use information from the table of organization and personnel data base to produce completed SF 52's, 50's and OF8, and hiring and termination packets. It will use mail merge and generate recruitment bulletins, hiring letters and notices of rating. Other chores it will do are store suspense and compute service computation dates, and within-grade due dates and interface with the training data

base to suspense and produce SF 182. The system will provide error checking for PAY/PERS input with a help screen and interface with local and state communications networks for electronic mail. Fairbanks personnel clerk **Mike Jarrett**, made the proposal, which was one of only 20 selected from 180 applications.

Tricia Hogervorst-Rukke, long-time editor of *Alaska People*, is taking a break from her duties as editor to attend to her new baby boy born March 14 in Anchorage.

Public radio station KSKA in Anchorage has \$4,285 more in their coffers resulting from BLMers participating in their recent membership drive one Saturday. Those participating were: **Arlene Rocker** and **Bev Madding** from the Campbell Tract and **Bob Rinehart**, **Betty Chamberlain**, **Kirk Rowdabaugh**, **Howard Levine**, **Bob King** and **Ed Earnhart** from the Alaska State Office.

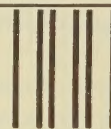
Get out your castanets - the Hispanic Employment Program committee will present its **Cinco de Mayo** celebration Friday, May 12 at the Elmendorf NCO Club ballroom. Considering the good time had by those employees attending last year's event, Anne Adams says purchase your \$12 ticket from HEPC members and plan on a hearty buffet, fine entertainment and dancing all night.



Bureau of Land Management
222 West 7th Avenue, #13
Anchorage, Alaska 99513

Return if not delivered in 10 days
OFFICIAL BUSINESS/Penalty for Private Use \$300

BLM Library
Denver Federal Center
Bldg. 50, OC-521
P.O. Box 25047
Denver, CO 80225



POSTAGE AND FEES PAID
U.S. DEPARTMENT
OF THE INTERIOR
INT 415